

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF OHIO
WESTERN DIVISION

Dennis Cook

Plaintiff

v.

EXHIBIT LIST

CASE NO. C-1-02-073

City of Norwood, et al.

Defendant

Presiding Judge
Herman J. Weber, Senior Judge

Plaintiff Attorney
Robert G. Kelly

Defendant Attorney
Lawrence Barbieri for City of Norwood
W. McGregor Dixon for Joseph Hochbein
Steven Martin for Gary Hubbard
James F. Brockman for Kevin Cross

Court Reporter
Julie A. Wolfer

Courtroom Clerk
Betsi Brockmeier

Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0001						SIGNED BY COOK MEMOS ISSUED BY CROSS
P0002						SIGNED BY JONES MEMOS ISSUED BY CROSS
P0003						SIGNED BY PERKINS MEMOS ISSUED BY CROSS
P0004						CERTIFIED COPIES OF DRIVER'S LICENSES OF NORWOOD PUBLIC WORKS EMPLOYEES
P0005						PERSONAL PROPERTY OF CITY EMPLOYEES BEING BROKEN
P0006						NO CHANGING OF TIME SHEETS
P0007						PROHIBITION AGAINST SHORTS
P0008						CITY NOT RESPONSIBLE FOR PERSONAL ITEMS
P0009						BLOODBORNE PATHOGENS TRAINING
P0010						NOTICE OF UNFAIR LABOR PRACTICE HEARING ON JONES REINSTATEMENT
P0011						SICK LEAVE PROCEDURE 9/3/98

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0012						LEADMAN RESPONSIBLE FOR SAFETY EQUIPMENT NO DATE
P0013						BAZZANO LETTER THAT HE WILL HEAR GRIEVANCES 12350, 4688, 12345, 12338, 5694, 5695 AT STEP 3
P0014						BAZZANO LETTER 8/11/98 TO ERWIN DENYING ERWIN GRIEVANCE #123381 AT 3RD STEP
P0015						BAZZANO LETTER 8/11/98 TO PERKINS REF GRIEVANCE #12350 AND DENIAL OF SAME
P0016		11/1	11/17	X	No	BAZZANO LETTER 8/11/98 TO JONES
P0017						BAZZANO LETTER 8/26/98 TO PERKINS CONCERNING PRESUSPENSION HEARING
P0018		11/8			X	CAMERON LETTER 4/1/98 TO COOK REF NEW HEARING DATE ON DISCIPLINE CHARGE FOR THE BANK TRIP
P0019		11/10			X	COOK LETTER TO HUBBARD REF CATCH BASIN INSTALLATION DATED 4/8/98
P0020		11/10			X	COOK LETTER TO CROSS REF HOT PATCH DATED 4/8/98
P0021						DENIAL OF COOK WHISTLE BLOWER LAWSUIT DATED 9/2/98
P0022						COOK LETTER 4/3/96 TO EDWARDS REF LABOR MANAGEMENT MEETING
P0023						COOK LETTER 12/31/95 TO EDWARDS REF VARIETY OF ISSUES INCLUDING SAFETY ISSUES
P0024		11/8			X	COOK HEAVY EQUIPMENT OPERATOR 5/24/95
P0025						ERWIN LETTER 9-12-97 TO HUBBARD REF ZIMMERMAN AND SMITH PICKING NUMBERS FOR WATER CREW

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0026						ERWIN LETTER 3/12/98 REF REFUSAL OF CROSS TO ACCEPT GRIEVANCE PRESENTED BY COOK ON 3/11/98
P0027						ERWIN LETTER TO CROSS 8/19/98
P0028						JONES LETTER 5/22/96 TO CROSS REF SUPPORT
P0029		11/1	WITHDRAWN			JONES EEOC COMPLAINT DATED 4/27/98
P0030		11/1	WITHDRAWN			JONES FAX 8/21/98 TO CROSS THAT JONES WAS NOT RESIGNING POSITION
P0031						POSITION AND LETTER TO CROSS THAT HE WAS HOSPITALIZED DATED 8/20/98
P0032						LETTER FROM LACINAK TO CROSS REQUESTING TO USE LUNCHROOM FOR UNION ELECTIONS DATED 8/24/98
P0033		11/10			X	DENNIS COOK'S W-2 STATEMENTS
P0034						MAXWELL LETTER 3/2/95 TO SULLIVAN REF GRIEVANCE #12712 FILED BY ERWIN AND RELEASING UNION OFFICERS FROM WORK TO ATTEND GRIEVANCE HEARING
P0035						MAXWELL LETTER 7/27/95 REQUESTING LICENSE INFORMATION FOR UNION MEMBERS P06784; GRIEVANCE #7402 FILED 7/14/94 BY COOK CLASS ACTION POLICY GRIEVANCE CONCERNING REFUSAL TO TIMELY HEAR GRIEVANCES
P0036						MAXWELL LETTER 8/29/95 RESPONDING TO COOK REQUEST TO HAVE COUNCILPERSON HUBBARD ATTEND LABOR MANAGEMENT MEETING
P0037		11/8			X	MAXWELL LETTER 12/8/95 TO COOK ESTABLISHING CALL IN POLICY FOR OVERTIME AND THE NEED FOR BEEPER
P0038		11/8			X	OSTERDAY LETTER REF COOK APRIL, 1998

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0039						POTTEBAUM'S LETTER TO HOCHBEIN DATED 5/20/99
P0040						STAPLETON AGREEMENT TO RETURN TO WORK DATED 3/25/98 NOT SIGNED BEY ERWIN
P0041						WALL LETTER DATED 4/13/99 REFERENCE EMPLOYEES NOT REQUIRED TO SIGN FOR MEMOS
P0042						LETTER FROM VANOVER TO CROSS REF GRIEVANCE # 1085 REF MAIL PICKUP DATED 10/7/99
P0043						WHITE LETTER OF RESIGNATION DATED 4/20/98
P0044		11/8			X	SETTLEMENT AGREEMENT FOR MISUSE OF CITY EQUIPMENT ON MARCH 25, 1998
P0045						HANDWRITTEN LETTER BY UNKNOWN SUBJECT
P0046						HANDWRITTEN LETTERS OF UNKNOWN WRITER DATED 4/18/96
P0047						LISTING OF PERSONNEL FOR CITY OF NORWOOD AS OF 11/14/95
P0048						MEMO ADDRESSING VACATION AND TIME OFF BY COOK
P0049						RESULTS OF BUMPING RIGHTS FOR PUBLIC WORKS 1/15/96 AS TO COOK
P0050						CDL LICENSE FOR HARRIS DATED OR EXPIRES IN 1998
P0051		11/8			X	CDL LICENSE FOR COOK DATED OR RECEIVED BY CITY ON 1/17/96
P0052						CDL LICENSE FOR COOK DATED 3/31/94
P0053						LICENSE FOR OSTERDAY DATED 2/8/97 WHICH IS A TEMPORARY PERMIT
P0054						LICENSE FOR ZIMMERMAN DATED 7/11/97

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0055						TEMP. LICENSE FOR SMITH DATED 12/26/96
P0056						LICENSE FOR REX PENNINGTON DATED 7/28/97
P0057						LICENSE FOR DYKES DATED 10/21/96
P0058						LICENSE FOR ZIMMERMAN ISSUED 9/25/96
P0059						LICENSE FOR SEXTON ISSUED
P0060		"1/2			X	LABOR MANAGEMENT AGREEMENT FOR PERIOD 1/1/97 THRU 12/31/99
P0061		"1/2	"1/17	X	X	TONY PENNINGTON'S VACATION RECORD DATED 1/6/99
P0062						LICENSE OF OSTERDAY ISSUED 5/13/96
P0063						CDL LICENSE OF ERWIN ISSUED 7/17/93
P0064						LICENSE OF WHITE ISSUED DATE UNKNOWN
P0065						LICENSE OF PERKINS ISSUED DATE UNKNOWN
P0066						LICENSE OF LACINAK ISSUED 1/16/93
P0067		"1/2	"1/17	X	X	TONY PENNINGTON'S VACATION RECORD DATED 2/19/99
P0068						TONY PENNINGTON'S VACATION RECORDED DATED 6/22/98
P0069						COOK, ERWIN, HARRIS, JONES, LYNN, SEXTON, SHANAHAN and WALTZ VALID CDL LICENSE
P0070						LICENSE OF SEXTON DATED 3/4/94
P0071						TEMPORARY LICENSE OF LARRY PARTIN ISSUED 11/13/97
P0072						LICENSE OF DYKES ISSUED 10/21/96

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P0073						CDL LICENSE OF DENNIS JONES ISSUED 9/5/95
P0073 (A)						VALVE CLOSING PAPERWORK
P0074						LETTER TO BAZZANO CONCERNING PERKINS GRIEVANCE #12350, GRIEVANCE 4688 GRIEVANCE 12356 GRIEVANCE 12338 GRIEVANCE 5694 GRIEVANCE 5695
P0075						LABOR MANAGEMENT MEETING ON 5/3/99 REFERENCE PERSONAL PROPERTY
P0076						LETTER 6/26/96 TO EDWARDS REF COOK GRIEVANCE #384 AND #413 (BACKHOE) DENYING SAME AND GRIEVANCE #385 REMOVING WRITTEN REPRIMAND
P0077						EDWARDS LETTER 6/6/96 TO HUBBARD TO FOLLOW THE CONTRACT CONCERNING GRIEVANCE HEARINGS CONCERNING COOK
P0078						EDWARDS LETTER 8/14/96 TO COOK ABOUT COOPERATION OR RISK PRIVATIZATION
P0079						EDWARDS LETTER 6/1/98 TO HUBBARD WITHDRAWING GRIEVANCE 12332 12334 12335 12336 12337 12339
P0080						HOCHBEIN DECISION ON COOK GRIEVANCE #384, #413 AND #392 DATED 8/2/96 DENYING ALL
P0081						HOCHBEIN LETTER 11/18/97 FOR POSTING OF B1 MECHANIC
P0082						HOCHBEIN LETTER 3/12/98 TO ERWIN DENYING GRIEVANCE 12324 AT STEP THREE
P0083						HOCHBEIN LETTER DATED TO EDWARDS REF STATEMENT OF UNDERSTANDING DATED 4/20/98
P0084						HOCHBEIN LETTER 10/9/98 TO EDWARDS

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P0085						HOCHBEIN LETTER TO EDWARDS CONCERNING GRIEVANCE 12324 12331 12315 12322 12323 12325 12326 12327 12328 12329 12330 AND REFUSING TO HOLD HEARINGS ON 12315 12322 12323 12325 12326 12327 12328 12329 12330
P0086						MEMO BY HUBBARD ABOUT DUMPING
P0087						HUBBARD LETTER 12/21/95 TO PERKINS RESPONDING TO PERKINS LETTER DATED 12/18/95 CONCERNING HUBBARD
P0088						HUBBARD LETTER 4/3/96 TO CROSS REF POSTING FOR WATER LABORER B-1
P0089						HUBBARD LETTER 4/8/96 TO CROSS REF POSTING OF JOB FOR BACKHOE OPERATOR
P0090						HUBBARD LETTER TO CROSS 5/13/96 REF POSTING FOR STREET SWEEPER OPERATOR, BACKUP POSITION
P0091						CLINT ZIMMERMAN SICK LEAVE REQUEST DATED 3/5/97
P0092						HUBBARD LETTER 6/17/96 TO CROSS REF SICK AND VACATION TIME
P0093						HUBBARD LETTER 6/19/96 TO CROSS THAT TO TAKE A VACATION DAY REQUIRES 48 HOURS NOTICE
P0094						HUBBARD LETTER 6/26/96 TO COOK WITH PROVISIONAL APPOINTMENTS
P0095						HUBBARD LETTER 6/26/96 TO COOK PUTTING HIM BACK TO WORK HUBBARD
P0096						HUBBARD LETTER 8/8/96 TO EDWARDS REF EMPLOYEES OFF WORK COOK, GIBSON AND SHANAHAN
P0097						HUBBARD LETTER 10/30/96 DENYING COOK GRIEVANCE 417, 418, 419 AND 420

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P0098						TARDY POLICY PER HUBBARD 6/24/97
P0099		11/8			X	HUBBARD LETTER 12/18/97 TO CROSS REF MEETING WITH LEADMEN
P0100		11/8	WITHDRAWN X			HUBBARD LETTER 11/19/97 TO ERWIN REF B1 MECHANIC, CHANGE STARTING HOURS, EVERYONE HIRED MUST HAVE CDL, BI-WEEKLY PAY AND CHANGE OF HOURS
P0101						HUBBARD LETTER 11/10/97 REF ACTING LEADMAN PAY AND COPY TO CROSS
P0102		11/8			X	HUBBARD LETTER 10/16/97 TO CROSS COMPLAINING ABOUT POLICE COMPLAINING ABOUT COOK
P0103						HUBBARD LETTER 10/21/97 REF DYKES GRIEVANCE 12315 REF ROTATING JOB AND PAYING AS A CRAFTSMAN
P0104						HUBBARD LETTER 10/21/97 REF SMITH GRIEVANCE #12316 REF B1 MECHANIC POSITION
P0105						HUBBARD LETTER 10/21/97 TO ERWIN REF SMITH GRIEVANCE
P0106						HUBBARD LETTER 10/31/97 TO CROSS CHANGING WORK HOURS
P0107						HUBBARD LETTER 10/31/97 TO ERWIN REF POSTING FOR CRAFTSMAN LEADMAN
P0108						HUBBARD LETTER 10/31/97 TO CROSS REF VACATION POSTING FOR 1998
P0109						HUBBARD LETTER TO CRAFTSMEN COPY TO CROSS THAT ALL LEADMEN LEAVE WITHOUT TARDY WORKERS AND CHANGE OF HOURS IF NECESSARY
P0110						LUNCH POLICY PER HUBBARD EFF. 10/31/97
P0111						HUBBARD BIWEEKLY PAY LETTER 11/5/97

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P0112						LUNCH POLICY PER HUBBARD EFF. 12/18/97
P0113						HUBBARD LETTER 12/18/97 TO COOK REF CLEANING STREETS AND CONDITION OF TRUCK DISCIPLINE
P0114						HUBBARD LETTER 12/18/97 TO ERWIN
P0115						HUBBARD LETTER 1/5/98 DENYING GRIEVANCE #12328 AND DENYING GRIEVANCE #12327
P0116						HUBBARD LETTER 1/6/98 LETTER TO ERWIN REF DRUG POLICY AND GRIEVANCE 13324 AND GRIEVANCE 13327
P0117						HUBBARD LETTER 1/6/98 TO ERWIN
P0118						HUBBARD LETTER 1/6/98 TO ERWIN
P0119						HUBBARD LETTER 1/6/98 TO ERWIN
P0120						HUBBARD LETTER 1/6/98 TO ERWIN
P0121						HUBBARD LETTER TO ERWIN DATED 1/13/98 REF NO REOPENER
P0122		11/2	11/17	WITH DRAWN		HUBBARD AN CROSS NORWOOD DRUG AND ALCOHOL POLICY DATED 1/14/98
P0123						HUBBARD LETTER 1/16/98 TO ERWIN
P0124						HUBBARD LETTER 1/16/98 TO CROSS CHANGING HOURS
P0125						HUBBARD LETTER 1/16/98 TO ERWIN
P0126						HUBBARD LETTER 1/21/98 TO CROSS REF NEW HOURS FOR PUBLIC WORKS
P0127						HUBBARD LETTER 2/13/98 TO ERWIN
P0128						HUBBARD LETTER 2/18/98 TO ERWIN

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0129		11/8	11/17		X	COOK LETTERS ON SECURING TRUCK REQUESTED BY HUBBARD 4/9/98
P0130						CLINT ZIMMERMAN SICK LEAVE REQUEST DATED 8/21/98
P0131						HUBBARD TO CROSS ON CONDITION OF TRUCKS DATED 4/15/98
P0132		11/4			X	HUBBARD LETTER TO CROSS NO PERSONAL USE OF EQUIPMENT 4/13/98
P0133		11/2			X	LETTER TO COOK AND ERWIN FROM HUBBARD DATE 4/16/98
P0134		11/2			X	HUBBARD'S INITIAL RESPONSE TO COOK WORKPLACE VIOLENCE LETTER AND LACINAK, DYKES, EDWARDS AND RESPONSE DATED 4/20/98
P0135		11/2				HUBBARD LETTER TO COOK ABOUT WORKPLACE VIOLENCE DATED 4/21/98 REF DYKES LACINAK ERWIN AND PARTIN COMMENTS AND DISCIPLINARY ACTION
P0136						HIRING PSARA TO INSTRUCT ON OSHA PER HUBBARD 4/22/98
P0137						HUBBARD LETTER 5/7/98 TO WIMMERS TO REINSTATE SICK AND VACATION FOR PERKINS
P0138		11/2			X	HUBBARD LETTER 5/20/98 TO CROSS REMOVING COOK FROM OPERATING SWEEPER
P0139						HUBBARD LETTER 7/10/98 TO EDWARDS REF GRIEVANCE 4688, 912338, 12345 AND 12350
P0140						HUBBARD LETTER 8/7/98 TO ERWIN CONCERNING GRIEVANCE #5154 AND GRIEVANCE #5155
P0141						HUBBARD LETTER 8/11/98 TO ERWIN
P0142						USE OF CITY EQUIPMENT FOR PERSONAL USE HUBBARD MEMO DATED 9/3/98

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0143		11/2			X	HUBBARD LETTER 9/22/98
P0144						HUBBARD LETTER 10/1/98 TO EDWARDS
P0145						HUBBARD LETTER 10/1/98 TO EDWARDS
P0146						HUBBARD LETTER 10/2/98 TO EDWARDS
P0147						CLINT ZIMMERMAN VACATION LEAVE REQUEST DATED 6/15/98
P0148						CLINT ZIMMERMAN VACATION LEAVE REQUEST DATED 9/15/97
P0149						CLINT ZIMMERMAN VACATION LEAVE REQUEST DATED 2/10/98
P0150						GRIEVANCE #12323 FROM HUBBARD DENIED 12/18/98 REF WHITE
P0151						HUBBARD LETTER TO COOK DISPOSING OF GRIEVANCE 384, 385, 413, 13392, 399, 408, 409, 410, 411 AND 412
P0152						HUBBARD LETTER 12/28/98 TO COOK
P0153		?	11/17		X	HUBBARD LETTER 1/6/99 TO EDWARDS
P0154		11/2			X	HUBBARD LETTER 1/6/99
P0155						HUBBARD POSTING FOR WATER REPRESENTATIVE-LABORER-TRUCK DRIVER 6/4/99
P0156						HUBBARD LETTER 6/4/99 TO EDWARDS ADDING DUTY TO POSTING FOR WATER REPRESENTATIVE LABOR TRUCK DRIVER OF HAND DIGGING
P0157						HUBBARD LETTER UNDATED TO CROSS REF POSTING FOR BACKHOE OPERATOR
P0158		11/9			X	MORDINO LETTER 4/14/98 TO COOK

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P0159		11/8	11/17	X	X	LACINAK VACATION RECORDS FOR 1997 WHERE HE WAS IN THE NEGATIVE
P0160						LYNN VACATION RECORD FOR 1997
P0161		11/8	11/17	X WITH DRAWN		PARTIN SICK RECORD FOR 1997
P0162						PENNINGTON SICK AND VACATION 1997
P0163						PERKINS SICK AND VACATION FOR 1997
P0164						HARRIS SICK AND VACATION FOR 1997
P0165						SEXTON SICK AND VACATION FOR 1997
P0166						BRATTON SICK AND VACATION FOR 1997
P0167		11/8	11/17		X	COOK SICK AND VACATION FOR 1997
P0168						DYKES SICK AND VACATION FOR 1997
P0169						ENDERLIN SICK AND VACATION FOR 1997
P0170						ERWIN SICK AND VACATION FOR 1997
P0171						VANOVER SICK AND VACATION FOR 1997
P0172						SMITH SICK AND VACATION FOR 1997
P0173						WALTZ SICK AND VACATION FOR 1997
P0174						WHITE SICK AND VACATION FOR 1997
P0175						ZIMMERMAN SICK AND VACATION FOR 1997
P0176						GIBSON SICK AND VACATION FOR 1997
P0177						GRIEVANCE #7420 FILED 6/2/95 BY BRATTON CONCERNING CALL OUT FOR OVERTIME
P0178						GRIEVANCE # 7421 FILED 6/19/95 BY ERWIN CONCERNING CALL OUT FOR OVERTIME

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P0179						GRIEVANCE #13396 FILED BY WHITE 6/21/95 CONCERNING IMPROPER CALL OUT
P0180						GRIEVANCE #7399 FILED BY COOK, JONES, PERKINS 9-29-95 CONCERNING HIRING OF SEASONAL EMPLOYEES
P0181						GRIEVANCE # 404 FILED 10/24/95 BY DENNIS JONES CONCERNING HIM PERFORMING A-1 MECHANICS POSITION
P0182						GRIEVANCE # 407 FILED BY STAPLETON 1/24/96 CONCERNING DENIAL OF SENIORITY RIGHTS AFTER REINSTATEMENT AND ALL RIGHTS RESTORED
P0183		11/0			X	GRIEVANCE #410 FILED BY COOK AND PERKINS 4/8/96 CONCERNING THE ISSUANCE OF MEMOS WITHOUT MGT SIGNATURES AND HEARD BY CROSS
P0184						GRIEVANCE #408 OR 468 FILED BY COOK AND PERKINS 4/8/96 CONCERNING THE CITY'S REFUSAL TO HONOR PAST PRACTICES AND IT WAS HEARD BY CROSS
P0185						GRIEVANCE #412 FILED BY COOK DATED 4/8/96 CONCERNING HARASSMENT HEARD BY CROSS AND DENIED
P0186						GRIEVANCE #411 FILED BY COOK 4/8/96 CONCERNING APPOINTING A LESS SENIOR MAN TO HIS POSITION AND IT WAS HEARD BY CROSS
P0187						GRIEVANCE #399 OR 309 FILED BY COOK 4/19/96 CONCERNING RADIO HARASSMENT GETTING HOT MIX
P0188						GRIEVANCE #413 FILED BY COOK ON 4/22/96 CONCERNING DENIAL OF RIGHT TO BUMP HEAVY EQUIPMENT POSITION

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P0189						GRIEVANCE #13392 FILED BY COOK 4/22/96 CONCERNING FAILURE TO POST BACKHOE POSITION PROPERLY 13392
P0190						GRIEVANCE #417 FILED BY COOK 9/11/96 CONCERNING DENIAL OF PAYMENT TO OVERTIME TO COOK AS HEAVY EQUIPMENT OPERATOR
P0191						GRIEVANCE #418 FILED BY COOK CONCERNING DENIAL OF OVERTIME TO COOK AND AWARDED TO NONUNION EMPLOYEE
P0192						GRIEVANCE #419 FILED BY COOK 9/13/96 CONCERNING EQUALIZATION OF OVERTIME
P0193						GRIEVANCE #420 FILED BY COOK 9/13/96 CONCERNING DENIAL OF PAGER TO COOK
P0194						GRIEVANCE #409 OR 469 FILED BY COOK AND PERKINS 4/8/96 CONCERNING REQUIREMENT TO CALL A BOSS THAT YOU WERE SICK INSTEAD OF A COWORKER AND HEARD BY CROSS
P0195						GRIEVANCE #384 FILED BY COOK 4/16/96 CONCERNING IMPROPER POSTING OF BACKHOE POSITION
P0196						GRIEVANCE #385 FILED BY COOK 4/16/96 CONCERNING APPEAL OF WRITTEN REPRIMAND
P0197		11/8	11/17	X		GRIEVANCE #12329 DATED 1/13/98
P0198		11/8	11/17		X	GRIEVANCE #12333 DATED 3/2/98
P0199		11/8	11/17		X	GRIEVANCE #12334 FILED 3/11/98
P0200		11/8	11/17	X	WITH DRAWN	GRIEVANCE #12332 DATED 3/16/98
P0201		11/8	11/17		X	GRIEVANCE #12335 DATED 3/16/98
P0202		11/8	11/17	WITH DRAWN		GRIEVANCE # 12336 FILED 3/23/98

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P0203		11/8	11/17	WITHDRAWN		GRIEVANCE # 12339 FILED 3/24/98
P0204		11/8	WITHDRAWN			GRIEVANCE #12338 DATED 3/24/98 FILED
P0205		11/8	11/17		X	GRIEVANCE #12341 FILED 4/17/98 BY COOK CONCERNING FAILURE TO PAY COOK FOR WORKING PAST 8 HOURS
P0206		11/8	WITHDRAWN			GRIEVANCE #12343 FILED 4/17/98 BY ERWIN CONCERNING DENIAL OF USE OF HIM AS HEAVY EQUIPMENT OPERATOR
P0207		11/8	11/17		X	GRIEVANCE #12340 FILED 4/17/98 BY COOK CONCERNING DENIAL OF LEADMAN POSITION
P0208		11/8	11/17		X	GRIEVANCE #12337 FILED 4/17/98 BY COOK CONCERNING DENIAL OF VACATION AFTER APPLICATION IN A TIMELY MANNER
P0209		11/8	11/17	WITHDRAWN		GRIEVANCE 1234 FILED 5/14/98 BY JONES OVER VACATION DISPUTE
P0210		11/8	11/17	WITHDRAWN		GRIEVANCE #12350 FILED 5-15-98 BY PERKINS
P0211		11/8	11/17	WITH		GRIEVANCE #12356 FILED 5/15/98
P0212		11/8	11/17	DRAWN		GRIEVANCE #4688 FILED 5/20/98
P0213						GRIEVANCE #4692 FILED 7/10/98 BY PERKINS CONCERNING DENIAL OF BUMPING RIGHTS TO STAY ON PARK CREW
P0214		11/8	11/17		X	GRIEVANCE #4693 FILED JULY 10, 1998 BY COOK CONCERNING DENIAL OF BUMPING RIGHTS
P0215						GRIEVANCE #5694 FILED 7/12/98
P0216						GRIEVANCE #5695 FILED 7/12/98 BY STAPLETON CONCERNING DISCRIMINATION AGAINST HIM
P0217		11/8	11/17		X	GRIEVANCE 5149 FLED 7/22/98 BY COOK CONCERNING BEING REQUIRED TO TAKE A SECOND EXAMINATION BY MARZELLA

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0218		11/8	11/17	WITH		GRIEVANCE 5146 FILED 7/22/98 FILED BY PERKINS CONCERNING FAILURE OF THE CITY TO PROVIDE BUMPING RIGHTS TO SENIOR MEN
P0219		11/8	11/17	DRAWN		GRIEVANCE 5171 FILED 7/31/98 FILED BY PERKINS CONCERNING FAILURE OF THE CITY TO PROVIDE BUMPING RIGHTS TO SENIOR MEN BY REFUSING TO PERMIT HIM TO BUMP INTO A DEPARTMENT
P0220		11/8	11/17			GRIEVANCE #5194 FILED BY PERKINS DATED 7/31/98
P0221		11/8			X	GRIEVANCE #5151 FILED 7/31/98 BY COOK
P0222		11/8			X	GRIEVANCE #5195 FILED BY COOK DATED 8/2/98
P0223						GRIEVANCE # 6806 FILED 8/21/98 BY JONES CONCERNING HIS RESIGNATION
P0224						GRIEVANCE #5696 DATED 9/30/98
P0225						GRIEVANCE #1085 FILED BY DYKES REF MAIL PICKUP 10/25/99 AND RELIEF GRANTED BY CROSS
P0226						TIME SHEET AND TIME CARD POLICY PER CROSS NO DATE
P0227						HANDWRITTEN NOTES OF CROSS CONCERNING NOTIFICATION TO BAZZANO PRIOR TO GRIEVANCE HEARINGS AT 3 RD STEP
P0228		11/2			X	LEADMAN RESPONSIBLE FOR SAFETY EQUIPMENT BY CROSS NO DATE
P0229						CROSS POSTING FOR BACK UP BUS DRIVER 6/3/96
P0230						CROSS LETTER 6/4/96 TO PERKINS DENYING COOK GRIEVANCE #393 AND ADDRESSING MEDICAL EXAMINATION AND EXCUSE
P0231						CROSS POSTING FOR STREET SWEEPER OPERATOR, BACKUP POSITION 6/4/96

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PLAINTIFF'S EXHIBITS

Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0232		11/8	11/17	X	X	CROSS POSTING FOR PARK CREW LEADMAN DATED 6/11/96
P0233						CROSS LETTER 6/26/96 TO HUBBARD APPOINTING LYNN LEADMAN
P0234						CROSS POSTING FOR TRUCK DRIVERS 10/23/96
P0235						CLINT ZIMMERMAN SICK LEAVE REQUEST DATED 6/24/98
P0236						CROSS LETTER 9/17/96 TO PERKINS SETTING HEARING ON GRIEVANCE #418, #419 AND #420
P0237						SICK LEAVE POLICY ON 1/10/97 PER CROSS
P0238						CROSS LETTER 1/16/97 TO HUBBARD REF JOB ASSIGNMENTS FOR 1998
P0239						CROSS LETTER 2/13/97 TO PERKINS REF LETTER 2/5/97 THAT THE RULES ARE IN THE CONTRACT
P0240						CROSS LETTER TO PERKINS 8/11/97 DENYING STAPLETON GRIEVANCE #12314
P0241						CROSS LETTER 11/6/97 TO HUBBARD REF ACTING LEADMAN PAY
P0242						LUNCHTIME HOURS PER CROSS DATE 11/10/97
P0243						VACATION POLICY PER CROSS TO TURN IN TWO WEEKS IN ADVANCE
P0244						CHAIN OF COMMAND AT PUBLIC WORKS PER CROSS 2/20/97
P0245						CROSS LETTER REF HOURS CHANGED 8/12/97 AND WORKING THROUGH LUNCH
P0246						ACCIDENT POLICY FOR PUBLIC WORKS PER CROSS 9/26/97
P0247						LEADMAN RESPONSIBILITY PER CROSS 10/2/97

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Pltf. No.	Def't. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0248						GRIEVANCE DECISION BY CROSS DATED 10/22/97 ON ENDERLIN #12320
P0249						LUNCH POLICY PER CROSS EFF 12/18/97
P0250						CROSS LETTER 1/14/98 TO ERWIN
P0251						CLINT ZIMMERMAN VACATION LEAVE REQUEST DATED 2/10/98
P0252						CITY OF NORWOOD LEADMAN DUTIES AS SET FORTH BY CROSS
P0253						CROSS LETTER TO ERWIN 2/24/98 POSTPONING GRIEVANCE
P0254						CROSS LETTER 2/26/98 REF DAILY WORK LOGS
P0255						CROSS LETTER 2/26/98 THAT ALL CREWS SHOULD NOT BE IN PUBLIC WORKS 15 MINUTES PRIOR TO QUITTING TIME
P0256						CROSS LETTER 3/2/98 TO ERWIN REF DATE STAMPING GRIEVANCES
P0257						CHANGE OF HOURS FROM CROSS TO PUBLIC WORKS DATED 3/9/98
P0258						CROSS LETTER 3/17/98 DENYING GRIEVANCES #12333 AND #12334
P0259						CROSS LETTER 4/20/98 TO COOK AND ERWIN REF GRIEVANCE #12332 REF BACKHOE OPERATOR POSITION
P0260						LUNCH MUST BE TAKEN PER CROSS 4/22/98
P0261		"/8	"/17		X	LETTER FROM CROSS TO HUBBARD ABOUT COOK BEING OUT OF STREET SWEEPER ON 4/22/98
P0262						STATEMENT OF KEVIN CROSS DATED 5/4/98 REF JONES AGE DISCRIMINATION SUIT COOK

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PLAINTIFF'S EXHIBITS

Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0263						CROSS LETTER 5/21/98 TO LACINAK DENYING PERKINS GRIEVANCE #4688
P0264						CROSS LETTER 5/21/98 TO LACINAK REF GRIEVANCE #12345 AND GRIEVANCE #12350 REF JONES AND PERKINS' GRIEVANCES AND ALL WERE DENIED
P0265						CROSS LETTER 7/31/98 TO LACINAK DENYING GRIEVANCE #4692
P0266						CROSS LETTER 7/31/98 TO LACINAK DENYING PERKINS GRIEVANCE 4692 AT FIRST STEP
P0267		11/2			X	CROSS LETTER 7/31/98 TO LACINAK DENYING COOK GRIEVANCE 4693 CONCERNING BUMPING WHEN HE WENT HOME WHEN HE WAS TOLD TO RUN THE AIR HAMMER BY OSTERDAY AT HUBBARD INSISTENCE
P0268						CROSS LETTER 8/3/98 DENYING GRIEVANCES 5151 5194 AND 5195 AT STEP 1
P0269						CROSS LETTER 8/3/98 DENYING COOK GRIEVANCE 5149 CONCERNING REPEATED EXAMINATIONS
P0270						CROSS LETTER 8/3/98 DENYING GRIEVANCE 5146 AND 5147 OF PERKINS BECAUSE CROSS BELIEVES THEM TO BE A DUPLICATION OF 4692
P0271						CROSS LETTER 8/3/98 DENYING GRIEVANCE 5194
P0272			11/17 WITHDRAWN			CROSS LETTER 8/12/98 TO PERKINS
P0273						CROSS LETTER 8/13/98 TO LACINAK REFERENCE ERWIN GRIEVANCE #6804
P0274						ALL PUBLIC WORKS EMPLOYEES MUST TAKE LUNCH EFF. 8/13/98 PER CROSS
P0275						CROSS LETTER 8/13/98 DENYING JONES GRIEVANCE #5173 FOR NORWOOD DAY AND GRIEVANCE ATTACHED

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0276						CROSS LETTER 8/14/98 TO JONES ACCEPTING HIS RESIGNATION
P0277		11/2			X	CROSS LETTER 8/18/98 TO HOCHBEIN CONCERNING A HEARING ON 8/20/98 FOR COOK WITH TRANSCRIPT ATTACHED OF HEARING
P0278						CROSS LETTER 8/19/98 TO WIMMERS
P0279						CROSS LETTER 8/21/98 TO ERWIN THAT HE DIDN'T HAVE TO HOLD A HEARING FOR A MAN WHO QUIT CONCERNING JONES
P0280						CROSS LETTER 8/21/98 TO HOCHBEIN
P0281						CROSS GIVES PERMISSION TO USE CITY PROPERTY TO LACINAK DATED 8/26/98
P0282						CROSS LETTER 9/22/98 TO GARRY
P0283						LETTER FROM CROSS TO HOCHBEIN REQUESTING TERMINATION OF PERKINS DATED 10/22/98 AND LISTING HYDRANTS CLOSED
P0284			11/17		X	CROSS LETTER 11/30/98 TO VANOVER
P0285						CROSS LETTER TO VANOVER DENYING COOK OPERATION OF BACK-HOE DATED 12/1/98
P0286		11/8			X	CROSS LETTER TO WHITE REF LEADMAN PAY FOR COOK AND WHETHER COOK IS IN THE STREET DEPT. OR IF IT IS A SEPARATE CLASSIFICATION DATED 2/16/99
P0287						CROSS LETTER TO WHITE REF SAFETY POLICY AND PROCEDURE MANUAL AND PROBLEM FOLLOWING PROCEDURES DATED 3/25/99
P0288		11/8		X	X	CROSS POSTING FOR LEADMAN POSITION FOR PARKS DEPARTMENT DATED 5/17/99
P0289						CROSS POSTING FOR BACK-UP STREET SWEEPER POSITION 8/30/99

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0290						LETTER FROM PERKINS 12/18/95 TO MAXWELL REF COOK DRIVING BACKHOE AND HUBBARD INTERFERING WITH OPERATION OF PUBLIC WORKS AND WHO IS IN CHARGE
P0291						PERKINS LETTER 4/18/96 TO EDWARDS TO SET GRIEVANCE HEARING
P0292						PERKINS LETTER 9/4/96 TO CROSS REF POLICY CHANGES
P0293						PERKINS LETTER 2/5/97 TO CROSS REF POSTING OF MEMOS
P0294						PERKINS LETTER TO HUBBARD REF CHANGE OF HOURS DATED 7/18/97
P0295						GOOD WORK LETTER FOR PUBLIC WORKS EMPLOYEES INCLUDING HYDRANT PROGRAM DATED 12/11/97 REF PERKINS
P0296						PERKINS LETTER TO EDWARDS TO SET GRIEVANCE HEARING
P0297						AUDITOR RECORDS FOR PERKINS VACATION AND SICK TIME IN MAY 1998
P0298						TYPED JOB DESCRIPTION OF SHANAHAN UNDATED
P0299						TYPED JOB DESCRIPTION OF JONES UNDATED
P0300						TYPED JOB DESCRIPTION OF HARRIS UNDATED
P0301						TYPED JOB DESCRIPTION OF LACINAK UNDATED
P0302						TYPED JOB DESCRIPTION OF DYKES UNDATED
P0303						TYPED JOB DESCRIPTION OF ENDERLIN UNDATED
P0304						TYPED JOB DESCRIPTION OF WALTZ UNDATED
P0305						TYPED JOB DESCRIPTION OF SMITH UNDATED

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0306						TYPED JOB DESCRIPTION OF LYNN UNDATED
P0307						TYPED JOB DESCRIPTION OF ZIMMERMAN UNDATED
P0308						TYPED JOB DESCRIPTION OF ERWIN UNDATED
P0309						TYPED JOB DESCRIPTION OF GIBSON UNDATED
P0310						TYPED JOB DESCRIPTION OF BRATTON UNDATED
P0311						TYPED JOB DESCRIPTION OF STAPLETON UNDATED
P0312						TYPED JOB DESCRIPTION OF PERKINS UNDATED
P0313						TYPED JOB DESCRIPTION OF WHITE UNDATED
P0314		11/4			X	TYPED JOB DESCRIPTION OF COOK UNDATED
P0315						TYPED JOB DESCRIPTION OF SEXTON UNDATED
P0316						HANDWRITTEN JOB DESCRIPTION OF SEXTON UNDATED
P0317						HANDWRITTEN JOB DESCRIPTION OF JONES UNDATED
P0318						HANDWRITTEN JOB DESCRIPTION OF HARRIS UNDATED
P0319						HANDWRITTEN JOB DESCRIPTION OF LACINAK UNDATED
P0320						HANDWRITTEN JOB DESCRIPTION OF DYKES UNDATED
P0321						HANDWRITTEN JOB DESCRIPTION OF ENDERLIN UNDATED
P0322						HANDWRITTEN JOB DESCRIPTION OF WALTZ UNDATED

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0323						HANDWRITTEN JOB DESCRIPTION OF SMITH UNDATED
P0324						HANDWRITTEN JOB DESCRIPTION OF LYNN UNDATED
P0325						HANDWRITTEN JOB DESCRIPTION OF ZIMMERMAN UNDATED
P0326						HANDWRITTEN JOB DESCRIPTION OF ERWIN UNDATED
P0327						HANDWRITTEN JOB DESCRIPTION OF GIBSON UNDATED
P0328						HANDWRITTEN JOB DESCRIPTION OF SHANAHAN UNDATED
P0329						HANDWRITTEN JOB DESCRIPTION OF BRATTON UNDATED
P0330						HANDWRITTEN JOB DESCRIPTION OF STAPLETON UNDATED
P0331						HANDWRITTEN JOB DESCRIPTION OF PERKINS UNDATED
P0332						HANDWRITTEN JOB DESCRIPTION OF WHITE UNDATED
P0333						HANDWRITTEN JOB DESCRIPTION OF COOK DATED 8/5/96
P0334						HANDWRITTEN JOB POSTING FOR PARK LEADMAN UNSIGNED AND UNDATED
P0335						D. PENNINGTON CDL TEMPORARY PERMIT ISSUED 8/11/99
P0336						LAAKE LETTER 9/29/99 TO BLUMBERG WITH REF RANDOM DRUG TESTING FOR PUBLIC WORKS

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0337						CLINT ZIMMERMAN SICK LEAVE REQUEST DATED 11/17/98
P0338						THOMAS WHITE VACATION REQUEST DATED 11/2/98
P0339		11/2	11/17	X	X	THOMAS WHITE VACATION REQUEST DATED 9/1/98
P0340						THOMAS WHITE VACATION REQUEST DATED 12/1/97
P0341						NORWOOD FORM CDL ALCOHOL AND DRUG TESTING SIGN-OFF CERTIFICATE FOR DWAYNE SMITH DATED 9/21/99
P0342		11/2		WITHDRAWN		CITY OF NORWOOD SEXUAL HARASSMENT POLICY
P0343		11/8			X	HUBBARD LETTER TO CROSS DATED 10/4/96
P0344						CROSS LETTER TO HOCHBEIN DATED 12/26/96
P0345						HOCHBEIN LETTER TO MORELAND DATED 1/28/96
P0346						HUBBARD LETTER TO CROSS DATED 3/18/97
P0347		11/8			X	HUBBARD LETTER TO WALTER EDWARDS DATED 3/1/96
P0348						HUBBARD LETTER TO CROSS DATED 3/10/97
P0349						HUBBARD LETTER TO MORDINO DATED 10/22/97
P0350						NORWOOD FORM CDL ALCOHOL AND DRUG TESTING SIGN-OFF CERTIFICATE FOR HUBBARD DATED 12/8/97
P0351		11/8			X	CROSS LETTER TO KENNEDY DATED 12/8/98
P0352						HUBBARD LETTER TO WIMMERS DATED 7/23/98
P0353		11/4			X	COOK LETTER TO LACINAK DATED 5/17/98
P0354		11/2			X	HUBBARD LETTER TO CROSS DATED 1/5/98
P0355		11/8			X	CROSS LETTER TO HUBBARD DATED 8/13/98

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0356						NORWOOD FORM CDL ALCOHOL AND DRUG TESTING SIGN-OFF CERTIFICATE FOR COOK DATED 12/8/97
P0357						NORWOOD FORM CDL ALCOHOL AND DRUG TESTING SIGN-OFF CERTIFICATE FOR ZIMMERMAN DATED 12/8/97
P0358		11/2			X	CITY OF NORWOOD JOB SPECIFICATION FOR HEAVY EQUIPMENT OPERATOR UNDATED
P0359						CITY OF NORWOOD JOB SPECIFICATION FOR TRUCK DRIVER UNDATED
P0360						CITY OF NORWOOD JOB SPECIFICATION FOR BUS DRIVER UNDATED
P0361						CITY OF NORWOOD JOB SPECIFICATION FOR LABORER UNDATED
P0362		11/10			X	CITY OF NORWOOD JOB SPECIFICATION FOR LEAD MAN UNDATED
P0363						CITY OF NORWOOD JOB SPECIFICATION FOR METER READER UNDATED
P0364						CITY OF NORWOOD JOB SPECIFICATION FOR A-1 MECHANIC DATED 1-27-98
P0365		11/8			X	D. SMITH LETTER 5/24/99 TO CROSS
P0366						CROSS LETTER 10/20/99 TO SMITH
P0367						CROSS LETTER 7/7/98 TO SMITH
P0368						CROSS LETTER 6/18/98 TO SMITH
P0369						CROSS LETTER 2/19/98 TO SMITH
P0370						CROSS LETTER 8/12/97 TO SMITH
P0371						CROSS LETTER 7/29/97 TO SMITH

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0372						CROSS LETTER 6/27/97 TO SMITH
P0373						SMITH LETTER 10/16/98 TO WHOM IT MAY CONCERN
P0374						SMITH REPORT CONCERNING ACCIDENT ON 10/13/98
P0375						SMITH SICK LEAVE APPLICATION 9/20/99
P0376						SMITH SICK LEAVE APPLICATION 10/8/99
P0377						SMITH SICK LEAVE APPLICATION 12/10/96
P0378						SMITH SICK LEAVE APPLICATION 11/25/96
P0379		11/2		X	X	SMITH GROUP HEALTH ASSOCIATES WORK RESTRICTION 5/20/99
P0380						SMITH DRIVING PRIVILEGES 11/22/97 PER BMV
P0381						SMITH CDL LICENSE ISSUED ON 1/22/98
P0382						SMITH EXAMINER'S DRIVING PERMIT ISSUED ON 6/26/97
P0383						SMITH ACCIDENT REPORT FORM 10/7/98
P0384						SMITH ACCIDENT REPORT FORM ON 10/15/98
P0385						SMITH SICK LEAVE APPLICATION 7/16/99
P0386						SMITH SICK LEAVE APPLICATION ON 4/21/99
P0387		11/9		X	X	SMITH SICK LEAVE APPLICATION ON 6/21/99
P0388						SMITH SICK LEAVE APPLICATION ON 4/30/99
P0389						SMITH SICK LEAVE APPLICATION 9/16/98
P0390						SMITH APPLICATION FOR VACATION LEAVE ON 9/17/98
P0391						SMITH APPLICATION FOR VACATION LEAVE ON 8/3/98

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0392						SMITH SICK LEAVE APPLICATION 5/14/99
P0393						SMITH APPLICATION FOR VACATION LEAVE ON 3/10/99
P0394						SMITH APPLICATION FOR VACATION LEAVE ON 2/5/99
P0395						SMITH SICK LEAVE APPLICATION 11/12/98
P0396						SMITH SICK LEAVE APPLICATION 11/12/98
P0397						SMITH VACATION LEAVE APPLICATION FILED 10/26/98
P0398						SMITH SICK LEAVE APPLICATION 10/21/ 98
P0399						SMITH GRANTED A LEAVE OF ABSENCE ON 10-2-95
P0400						SMITH APPLICATION FOR VACATION ON 9/17/98
P0401						SMITH APPLICATION FOR LEAVE OTHER THAN SICK OR VACATION FILED ON 9/16/98
P0402						SMITH SICK LEAVE APPLICATION 5/14/98 FOR ½ DAY
P0403						SMITH SICK LEAVE APPLICATION 7/21/98
P0404						APPLICATION FOR LEAVE APPROVED BY CROSS FILED 6/29/98
P0405						SMITH SICK LEAVE APPLICATION 5/14/98
P0406						SMITH SICK LEAVE APPLICATION 12/30/97
P0407						SMITH SICK LEAVE APPLICATION 1/7/98 FOR 1/7/98
P0408						SMITH 97 APPLICATION FOR SICK OR VACATION TIME SMITH SICK LEAVE APPLICATION 10/31/97 APPROVED BY CROSS WITH DOCTOR EXCUSE
P0409						SMITH VACATION LEAVE APPLICATION 9/30/97

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Pltf. No.	Def't. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0410						SMITH SICK LEAVE APPLICATION 9/16/97
P0411						SMITH APPLICATION FOR PERSONAL LEAVE ON 3/25/97
P0412						SMITH SICK LEAVE APPLICATION 6/24/97
P0413						SMITH SICK LEAVE APPLICATION ON 4/18/97
P0414						SMITH ACCIDENT REPORT 8/27/97
P0415						SMITH VACATION APPLICATION 4/15/97
P0416						SMITH SICK LEAVE APPLICATION 8/13/97
P0417						SMITH SICK LEAVE APPLICATION 9/24/96
P0418						CRAFTSMAN WATER SERVICE REPRESENTATIVE JOB DESCRIPTION
P0419						CHECKOUT LIST FOR EQUIPMENT BORROWED FROM PUBLIC WORKS
P0420						AFFIDAVIT OF RANDY HARRIS
P0421						LETTER 8/24/98 TO DENNIS J. COOK FROM MICHAEL REA, OBES
P0422		11/4	11/17		X	ENQUIRER PHOTO OF DENNIS COOK DRIVING BACKHOE FOR CITY 4/96
P0423						LETTER 1/5/98 TO KEVIN CROSS FROM GARY HUBBARD
P0424						LETTER 1/5/98 TO RAY ERWIN FROM HUBBARD RE GRIEVANCE 12328
P0425						LETTER 1/6/98 TO RAY ERWIN FROM HUBBARD RE GRIEVANCE 12326
P0426						LETTER 1/13/98 TO RAY ERWIN FROM HUBBARD, PAGE ONE

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0427						LETTER 1/13/98 TO RAY ERWIN FROM HUBBARD, PAGE TWO
P0428						LETTER 1/14/98 TO RAY ERWIN FROM CROSS
P0429		11/10			X	DRUG & ALCOHOL POLICY, CITY OF NORWOOD CDL
P0430						LETTER 1/16/98 TO CROSS FROM HUBBARD RE HOURS OF WORK
P0431						LETTER 1/16/98 TO RAY ERWIN FROM HUBBARD RE GRIEVANCE 12330
P0432						LETTER 1/16/98 TO RAY ERWIN FROM HUBBARD RE GRIEVANCE HEARING
P0433						LETTER 1/18/98 TO COOK FROM CROSS RE CONVERSATION WITH RGK
P0434						LETTER 1/19/98 TO PERKINS FROM HUBBARD
P0435						LETTER 1/21/98 TO CROSS FR HUBBARD NOTICE PLEASE POST
P0436						LETTER 1/22/98 TO CROSS FR HUBBARD RE SICK LEAVE
P0437						LETTER 1/23/98 TO ERWIN FROM HUBBARD RE GRIEVANCE 12329
P0438						LETTER 1/28/98 TO LOCAL 914 FROM HUBBARD RE WORK SCHEDULES
P0439						LETTER 1/29/98 TO JONES FROM CROSS CHARGING ART 14 SEC 11
P0440						LETTER 1/29/98 TO RGK FROM HUBBARD RE RAY ERWIN OFFER
P0441						LETTER 1/29/98 TO CROSS FROM HUBBARD RE WEARING UNIFORMS

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0442		11/10			X	MEMO 1/29/98 TO PUBLIC WORKS EMPLOYEES FROM CROSS
P0443						MEMO 1/29/98 TO PW EMPLOYEES FROM CROSS RE USE OF RADIO
P0444						MEMO TO CROSS FROM KENNEDY RE DENNIS JONES SICK LEAVE
P0445						SPREADSHEET ATTACHED TO P0444 MEMO
P0446						LETTER 2/13/98 HUBBARD'S FINDINGS FROM 2/12/98 GRIEV MEETING
P0447						LETTER 2/17/98 TO PERKINS FROM CROSS ISSUING ORAL WARNING
P0448						LEADMAN RESPONSIBILITIES
P0449						LETTER 2/19/98 TO JEFF SMITH FROM CROSS RE ORAL WARNING
P0450						LETTER 2/19/98 TO ERWIN FROM CROSS RE COOK'S LOG AND CREWS
P0451						MEMO 2/20/98 TO LEADMEN FROM CROSS RE EMERGENCY CALL-OUTS
P0452		11/8	11/17	X	WITH DENN	SIGN ADVISING LOCAL 914 OF MEETING 2/20/98 AT 11:00 A.M
P0453						LETTER 2/24/98 TO ERWIN FROM CROSS CHARGING INSUB AND NEGLECT
P0454			11/17		X	CROSS LETTER TO HUBBARD DATED 12/8/98
P0455						POSTING OF NEW START TIMES EFFECTIVE MARCH 9, 1998
P0456						NOTICE TO DENNIS/TONI COOK DATED 3/10/98 FROM ROHRIG
P0457						ATTACHMENT TO P0456 NOTICE

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0458						LETTER 3/11/98 TO PERKINS FROM CROSS RE JOBS TO GET DONE
P0459		11/2			X	LETTER 3/11/98 TO COOK FROM CROSS RE WRITTEN WARNING
P0460						LETTER 3/12/98 TO CROSS FROM HUBBARD REMOVING PERKINS
P0461						LETTER 3/17/98 TO ERWIN FROM BAZZANO RE MARCH 9 HEARING
P0462		11/2			X	LETTER 3/20/98 TO CROSS FROM HUBBARD RE VEHICLE 472
P0463		11/8			X	LETTER 3/24/98 TO COOK FROM CROSS LEADMAN RESPONSIBILITIES
P0464		11/8			X	LETTER 3/24/98 TO COOK FROM CROSS RE CLEANING THE SWEEPER
P0465						LETTER 3/24/98 TO PERKINS FROM CROSS LEADMAN RESPONSIBILITIES
P0466		11/2			X	LETTER 3/25/98 TO COOK FROM CROSS CHARGING EQUIPMENT MISUSE
P0467		11/8			X	LETTER 3/26/98 TO COOK FROM CAMERON NOTICE OF 4/1/98 HEARING
P0468		11/8			X	JOB POSTING - STREET CREW LEADMAN
P0469						LETTER 7/2/98 TO COOK FROM HUBBARD RE JACKHAMMER, SICK LEAVE
P0470		11/4			X	LETTER 7/6/98 TO COOK FROM HUBBARD ORDERING PHYSICAL EXAM
P0471						LETTER 7/7/98 TO CROSS FROM HUBBARD RE TAKING CITY PROPERTY
P0472						CROSS LETTER TO HUBBARD DATED 8/13/98

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0473		"1/4			X	LETTER 7/13/98 TO COOK FROM HUBBARD ORDERING PSYCH EXAM
P0474						LETTER 7/13/98 TO PERKINS FROM CROSS ASSIGNING TO STREET DEPT
P0475						LETTER 7/14/98 TO COOK FROM HUBBARD RE USE OF CAR FOR APPT.
P0476		"1/15			X	LETTER 7/20/98 TO COOK FROM CROSS RE REFUSAL TO SIGN WAIVER
P0477		"1/2			X	LETTER 7/22/98 TO CROSS FROM HUBBARD RE COOK NOT DRIVING
P0478						LETTER 7/22/98 TO COOK FROM HUBBARD RE COOK NOT DRIVING
P0479		"1/2			X	LETTER 7/23/98 TO COOK FROM HUBBARD ORDERING PSYCH EVAL
P0480						LETTER 7/23/98 TO COOK FROM HUBBARD ORDERING SIGNING RELEASE
P0481						LETTER 7/28/98 TO COOK FROM HUBBARD RE WRITTEN WARNING
P0482						APPLICATION FOR SICK OR VACATION TIME COOK 7/29/98
P0483		"1/2			X	LETTER 7/29/98 TO COOK FROM HUBBARD RE STATEMENTS MADE 7/29
P0484		"1/8			X	LETTER 7/30/98 TO COOK FROM CROSS ORAL WARNING NO MASK
P0485						MEMO TO PWE FROM CROSS RE TAKING OFF AFTER CLOCKING IN
P0486						LETTER 7/31/98 TO LACINAK FROM CROSS DENYING GRIEVANCE #4692

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P0487		11/8			X	LETTER 8/3/98 TO CROSS FROM HUBBARD RE POSTING PROPER SIGNAGE
P0488						LETTER 8/26/98 TO PERKINS/COOK FROM CROSS SETTING 9/3 HEARING
P0489						LETTER 8/11/98 TO PERKINS FROM BAZZANO RE GRIEVANCE 12350
P0490						HUBBARD LETTER TO CROSS DATED 8/3/98
P0491		11/9			X	HUBBARD'S REFUSAL TO SIGN FOR GRIEVANCE 5177 ON 8/13 CALENDAR
P0492						LETTER 8/13/98 TO LACINAK FROM CROSS RE GRIEVANCE 5173
P0493						LETTER 8/13/98 TO HUBBARD FROM CROSS RE SERIOUS SAFETY VIOLATION.
P0494		11/2			X	LETTER 8/14/98 TO COOK FROM CROSS IMPOSING ADMINISTRATIVE LEAVE
P0495						LETTER 8/21/98 TO HOCHBEIN FROM CROSS RE PERKINS CHARGES
P0496						LETTER 8/26/98 TO PERKINS/COOK NOTIFYING OF 9/3 HEARING
P0497						LETTER 9/2/98 TO COOK/PERKINS RESCHEDULING HEARING TO 9/8/98
P0498						LETTER 9/14/98 TO COOK/PERKINS RE HEARING OF 9/8/98
P0499						LETTER 10/1/98 TO EDWARDS FROM HUBBARD RE GRIEVANCE 5171
P01000						LETTER 10/2/98 TO EDWARDS FROM HUBBARD RE 10/1/98 LETTER
P01001						LETTER 10/26/98 TO COOK FROM CROSS RE RETURN TO WORK

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P01002		11/8			X	LETTER 11/6/98 TO COOK FROM CROSS RE BATHROOM BREAKS
P01003		11/4	WITHDRAWN			LETTER 11/13/98 TO COOK FROM HUBBARD RE M.D. APPT. 11/13/98
P01004		11/4			X	LETTER 11/19/98 TO COOK FROM HUBBARD - NOW COOK CAN DRIVE
P01005		11/2			X	LETTER 12/3/98 TO COOK FROM HUBBARD RE VACATION REQUEST
P01006						LETTER 12/15/98 TO KENNEDY FROM WALL RE COOK'S VACATION
P01007						LETTER 12/28/98 TO COOK FROM HUBBARD RE GRIEVANCE 1087
P01008						LETTER 12/28/98 TO COOK FROM HUBBARD RE VACATION REQUESTS
P01009						APPLICATION FORM ATTACHED TO 901031 LETTER
P01010						APPLICATION FORM ATTACHED TO 901031 LETTER
P01011						LETTER 1/6/99 TO EDWARDS FROM HUBBARD RE GRIEVANCE 1087
P01012						LETTER 1/29/99 TO RGK FROM WALL RE PERKINS RETURN TO WORK
P01013						LETTER 2/16/99 TO WHITE FROM CROSS RE LEADMAN PAY FOR COOK
P01014						NOTE ON RIVERFRONT STEEL NOTE PAPER
P01015						MEMO 2/25/99 TO PWE FROM CROSS RE PERSONAL PROPERTY
P01016						MEMO 3/1/99 TO PWE FROM CROSS RE I.D. BADGES
P01017						MEMO 3/4/99 TO PWE FROM CROSS RE RADIO PROCEDURES

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P01018		11/15			X	LETTER 3/14/99 TO CROSS FROM HUBBARD - SAFETY MANUAL
P01019			11/17		X	VEHICLE OPERATION PAGE (ATTACHED TO 901097)
P01020		11/15			X	LETTER 4/6/99 TO COOK FROM SMITH - WRITTEN WARNING
P01021						MEMO 4/8/99 TO PWE RE UPDATE SAFETY POLICY & PROCEDURE
P01022		11/4			X	NOTICE FROM HUBBARD TO PWE TO RETURN UNIFORM SHORTS
P01023						LETTER 6/1/99 TO RGK FROM S. WALL RE COOK WORK RESTRICTIONS
P01024						CITY OF NORWOOD SAFETY POLICIES AND PROCEDURES FOR PUBLIC WORKS
P01025						LETTER 4/11/97 FROM PERKINS TO JONES WHY DUTIES WEREN'T DONE
P01026						LETTER 5/5/97 TO OSTERDAY FROM HUBBARD RE PROBATIONARY PERIOD
P01027						LETTER 5/6/97 TO SMITH FROM HUBBARD MOVING HIM TO STEP B
P01028						LETTER 6/26/97 TO HUBBARD FROM CROSS RE JONES'S DEPARTMENT
P01029						LETTER 7/30/97 TO HUBBARD FROM CROSS RE BACKHOE OPERATORS
P01030		11/15			X	LETTER 8/1/97 TO COOK FROM HUBBARD RE MEDICAL EXCUSES
P01031						LETTER 9/24/97 TO CROSS FROM HUBBARD RE DYKES ORAL WARNING
P01032						MEMO 9/26/97 TO PWE FROM CROSS RE LEAVING SCENE OF ACCIDENT

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Pltf. No.	Def't. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P01033						LETTER 10/21/97 TO ERWIN FROM HUBBARD RE WATER LABORER B1
P01034						LETTER 10/21/97 TO ERWIN FROM HUBBARD RE GRIEVANCE #12316
P01035						DAVENPORT RECEIPT FOR PAGER DATED 4/16/98
P01036						CROSS LETTER TO HUBBARD DATED 6/30/98 CONCERNING DAVENPORT PROBATIONARY PERIOD
P01037						
P01038						
P01039						LETTER 10/31/97 TO ERWIN FROM HUBBARD RE GRIEVANCES 12315/16
P01040						LETTER 11/3/97 TO CROSS FROM HUBBARD RE CDL TEMPORARY LIC
P01041						LETTER 11/12/97 TO CROSS FROM HUBBARD RE POSTING WATER LABORER
P01042						LETTER 11/18/97 TO IRWIN (SIC) FROM HOCHBEIN RE GRIEV 12316
P01043		11/8	11/17	X	X	LETTER 12/5/97 TO ERWIN FROM HUBBARD RE ONE DAY UNION LEAVE
P01044						LETTER 12/5/97 TO ERWIN FROM HUBBARD RE SNOW OVERTIME
P01045						LETTER 12/9/97 TO PARTIN FROM HUBBARD RE PROBATIONARY PERIOD
P01046						LETTER 12/16/97 TO ZIMMERMAN RE WATER LABORER B1
P01047						MEMO 12/18/97 TO LEADMEN FROM CROSS RE LUNCH TIME
P01048						

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Pltf. No.	Def. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P01049						LETTER 12/29/97 TO ERWIN FROM HUBBARD RE SUSPENSION FOR INSUB
P01050		11/10			X	LETTER 1/5/98 TO CROSS FROM HUBBARD RE SWEEPER OPERATOR II
P01051		11/12			X	LETTER 4/2/98 TO COOK FROM CROSS RE DIG OUT HOT PATCH
P01052		11/10			X	LETTER 4/3/98 TO CROSS FROM COOK ASKING FOR COPIES
P01053					X	LETTER 4/3/98 TO COOK FROM CROSS RE CONES AND BARRICADES
P01054						LETTER 4/3/98 TO COOK FROM CROSS SETTING HEARING 4/9/98
P01055		11/10			X	LETTER 4/6/98 TO COOK FROM CROSS RE UNATTENDED TRUCK 453
P01056		11/10			X	COOK'S STATEMENT IN RESPONSE TO #P636 LETTER
P01057						
P01058						LETTER 4/7/98 TO COOK FROM CROSS RE JONES AND CONCRETE REPAIR
P01059						
P01060		11/10			X	LETTER 4/13/98 TO CROSS FROM HUBBARD RE LEADMAN OF STREET DEPT
P01061		11/15			X	AGREEMENT AND RELEASE ON GRIEVANCES 13392 AND 413
P01062						GRIEVANCE # 13392
P01063						GRIEVANCE REPORT
P01064		11/15			X	ADDENDUM TO CONTRACT LOCAL 914 TOOL ALLOWANCE

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Pltf. No.	Def't. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P01065		11/2			X	LETTER 4/13/98 TO CROSS FROM HUBBARD RE COOK, JACKHAMMER
P01066						LETTER 4/13/98 TO CROSS FROM HUBBARD PERSONAL USE OF CITY EQUIPMENT
P01067						LETTER 4/17/98 TO COOK FROM HUBBARD RE COOK BEING THREATENED
P01068		11/4			X	LETTER 4/20/98 TO COOK FROM HUBBARD RE FAX MACHINES
P01069						LETTER 4/20/98 TO COOK FROM CROSS TO CALL IN LOCATIONS
P01070						LETTER 4/21/98 TO COOK FROM HUBBARD RE FALSE STATEMENTS
P01071						LETTER 4/24/98 TO COOK FROM WIMMERS RE VACATION AUTHORIZ.
P01072			11/17		X	LETTER 4/24/98 TO COOK FROM HUBBARD RE VACATION
P01073			11/17		X	APPLICATION FOR LEAVE (ATTACHED TO P723)
P01074			11/17			LETTER 4/30/98 TO COOK RE CROSS RE ASKING LEO OSTERDAY
P01075		11/15			X	BOOK OF MEMOS ISSUED AROUND MAY 1998
P01076		11/1	WITHDRAWN			LETTER 5/7/98 TO PERKINS FROM HUBBARD ACCEPTING RESIGNATION
P01077		11/1	↓			LETTER 5/7/98 TO PERKINS RE HUBBARD CANCELING HEARING OF 5/12
P01078		11/1	↓			LETTER 5/7/98 TO WIMMERS FROM HUBBARD RE PERKINS PAY
P01079						LETTER 5/13/98 TO PERKINS FROM CROSS RE MILLCREST SOCCER FIELD

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P01080						LETTER 5/20/98 TO CROSS FROM HUBBARD RE COOK'S CDL
P01081						LETTER 5/21/98 TO LACINAK FROM CROSS RE GRIEVANCE 4688
P01082						LETTER 4/21/98 TO LACINAK FROM CROSS RE GRIEVANCE 12345/12350
P01083						LETTER 4/22/98 TO OSTERDAY FROM CROSS RE JOB AS LEADMAN
P01084						LETTER 6/18/98 TO SMITH FROM CROSS RE SUSPENSION
P01085						LETTER 8/20/98 TO CROSS FROM JONES NOT RESIGNING, HOSPITALIZED
P01086						LETTER 8/20/98 TO ERWIN FROM JONES RE UNION REPRESENTATION
P01087						LETTER 8/25/98 TO CROSS FROM JONES ENCL APPEAL AND REQUEST
P01088						
P01089						PETITION ASKING FOR COOK TO BE REMOVED AS UNION STEWARD
P01090						DAILY LOG - STREET DEPARTMENT - 3/26/98
P01091		"/8			X	DAILY LOG - STREET DEPARTMENT - 3/30/98
P01092		"/8			X	DAILY LOG - STREET DEPARTMENT - 4/3/98
P01093		"/8			X	DAILY LOG - STREET DEPARTMENT - 4/3/98
P01094		"/8			X	DAILY LOG - STREET DEPARTMENT - 4/9/98
P01095		"/8			X	DAILY LOG - STREET DEPARTMENT - 3/26/98 (SAME AS 2036)

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Pltf. No.	Deft. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P01096						ROGER PERKINS' CHECK FOR 3 DAYS JURY SERVICE \$22.50
P01097						ROGER PERKINS' CHECK FOR 2 DAYS JURY SERVICE \$15.00
P01098						MEDICAL NOTE FROM GHA DATED 3/26/98 RE ROGER PERKINS
P01099		11/12			X	MANUAL
P01100						FEE STATEMENT OF GEORGE PARSONS, PH.D
P01101						
P01102						VIDEOTAPE OF CROSS AND HUBBARD AT NORWOOD MOOSE
P01103						AUDIOTAPES OF CONVERSATIONS BETWEEN NORWOOD PUBLIC WORKS EMPLOYEES AND PERKINS, COOK, ERWIN AND JONES
P01104						PERSONNEL FILE OF CLINT ZIMMERMAN PRODUCED BY THE CITY OF NORWOOD
P01105			11/17		X	MEDICAL RECORDS OF DR. DAVID HELM <i>Redacted</i>
P01106						PAY RECORDS FOR DENNIS COOK FOR 12/21/97 THRU 1/3/98
P01107						CROSS LETTER TO KENNEDY DATED 12/8/98
P01108		11/8			X	CROSS LETTER TO KENNEDY DATED 1/12/98
P01109						COOK LETTER TO AFSCME CARE PLAN DATED 10/30/99
P01110		11/16		WJD 053	X	WALL LETTER TO KELLY DATED 11/9/99
P01111						CROSS LETTER TO WIMMERS DATED 8/9/99
P01112		11/8			X	CROWLEY LETTER TO HAMILTON COUNTY FOOD STAMP PROGRAM DATED 4/7/89

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Pltf. No.	Def't. No.	Date Used	Date Offered	Obj.	Adm.	Description of Exhibit
P01113						MILLER LETTER TO FORD DATED 5/1/96
P01114						COOK SETTLEMENT AGREEMENT DATED 7/12/96
P01115						PERS LETTER TO MOLONY DATED 10/29/99
P01116		11/14			X	WALL LETTER TO KELLY DATED 3/7/00
P01117						WALL LETTER TO KENNEDY DATED 3/2/00
P01118		11/4			X	SERB SETTLEMENT AGREEMENT TO COOK'S ULPS DATED MAY 1998
P01119						HUBBARD LETTER TO COOK DATED 11/19/98
P01120						HUBBARD LETTER TO COOK DATED 7/6/98
P01121		11/8			X	HUBBARD LETTER TO COOK DATED 7/22/98
P01122						MEDICAL REPORT FOR DENNIS COOK DATED 11/21/97
P01123						MEDICAL REPORT OF DR. MIDDAUGH DATED 2/10/00
P01124						COOK BWC CLAIM INFORMATION REPORT DATED 6/24/99
P01125		11/16			X	INDUSTRIAL COMMISSION ORDER DATED 12/17/99
P01126						LISTING OF CITY OF NORWOOD EMPLOYEES
P01127						ANNUAL REPORTS OF NORWOOD LAW DIRECTOR
P01128		11/16	WITHDRAWN		X	MEDICAL EXPENSES OF DENNIS COOK
P01129		11/9			X	AFFIDAVIT OF LED YESTERDAY